

**AFSCME MEF/CEO AND CITY OF SAN JOSE
MEF & CEO JOINT BARGAINING CONTRACT NEGOTIATIONS 2013**

AFSCME PROPOSAL – CITY-WIDE LABOR MANAGEMENT COMMITTEE

Proposed MEF language:

ARTICLE 20.9 CITY-WIDE LABOR MANAGEMENT COMMITTEE

20.9 City-Wide Labor Management Committee

20.9.1 Purpose. To provide regular communication between the Union and the City, to solve workplace issues, to provide training for and support to the departmental labor management committees, and to facilitate positive Union-management relations.

20.9.2 Structure. Management shall include up to two representatives from Employee Relations and one representative from Human Resources. Labor shall include two Officers and one Business Agent. Additional representatives may be requested to participate on specific issues. Issues for discussion and the meeting schedule will be mutually agreed upon. Decision-making will be by consensus.

20.9.3 Authority. The City-Wide Committee will coordinate and provide training and support to department labor management committees as requested, and shall address city-wide issues. The City-Wide Labor Management Committee is authorized to enter into tentative agreements pending usual authority and/or ratification processes. This process is not designed or intended to address individual grievances, review personnel issues, appeal disciplines, replace the steward system, or appeal decisions of department Labor Management Committees.

20.9.4 The City will provide up to two (2) hours of paid release time per month for Union representatives for the purpose of attending and preparing for the Labor Management Committee Meeting.

Proposed CEO language:

12.11 City-Wide Labor Management Committee

12.11.1 Purpose. To provide regular communication between the Union and the City, to solve workplace issues, to provide training for and support to the departmental labor management committees, and to facilitate positive Union-management relations.

12.11.2 Structure. Management shall include up to two representatives from Employee Relations and one representative from Human Resources. Labor shall include two Officers and one Business Agent. Additional representatives may be requested to

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12.11.4 The City will provide up to two (2) hours of paid release time per month for Union representatives for the purpose of attending and preparing for the Labor Management Committee Meeting.